

Union Elections Advisor

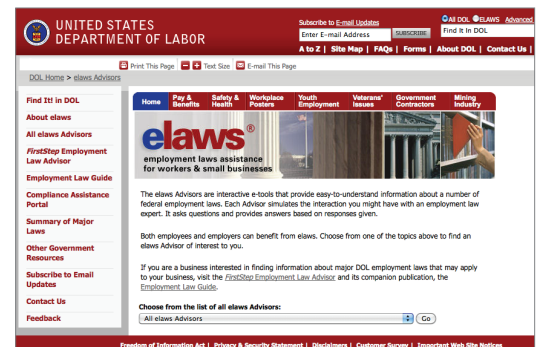
Help from DOL: The Union Elections Advisor Information on Provisions to Ensure Fair Voting Practices

The Union Elections Advisor is an online tool that assists labor organizations to understand the rules governing union elections. It outlines the rights of union members and candidates and the responsibilities of union officers and others involved in conducting elections, as required by the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA).

The LMRDA applies to most unions that exclusively represent, or seek to represent, employees in the private sector and the federal sector (via the provisions of the Civil Service Reform Act), as well as U.S. Postal Service employees (via the Postal Reorganization Act of 1970). The law covers a wide range of union officer and member rights and responsibilities, including:

- Bill of Rights for union members
- Reporting requirements for unions, union officers and employees, employers, and labor relations consultants
- Trusteeship requirements
- Union officer election standards
- Fiduciary responsibilities for union officers

The Union Elections Advisor was created to help election officials plan and conduct local union officer elections. The LMRDA requires periodic election of union officers and minimum standards to ensure that such elections will be fairly conducted. Specific provisions are included to ensure that union members can participate without fear of interference or retaliation, and to protect their right to nominate candidates, run for office, and vote in officer elections. The LMRDA also sets forth the rights of candidates, provides for secret ballot elections, and includes other safeguards to ensure a fair election.



The Union Elections Advisor is one of a series of **elaws** (Employment Laws Assistance for Workers and Small Businesses) Advisors developed by DOL to help employers and employees understand federal employment laws. To access it, please visit the **elaws** Web site at www.dol.gov/elaws. To learn more about the Labor-Management Reporting and Disclosure Act (LMRDA) or other Office of Labor-Management Standards (OLMS) matters, visit www.dol.gov/olms.